



***CENTER OF EXCELLENCE  
SELEBI PHIKWE TOWN COUNCIL  
PRESENTER: KHUMISO HIGGINS  
CATEGORY: LOCAL GOVERNMENT COE***

**REGIONAL SADC GENDER PROTOCOL SUMMIT**

**DATE: 22<sup>nd</sup> - 24<sup>th</sup> April 2013**

**VENUE: Indaba Hotel, Johannesburg**

**GENDER EQUALITY BY 2015, YES WE MUST!**

# BRIEF DESCRIPTION OF SELEBI PHIKWE TOWN COUNCIL



- Location: Urban
  - Selebi Phikwe - Eastern part of Botswana, about 415km from Gaborone
  - A mining town established in the early 70s and declared a planning area in 1980.
  - The District Planning area boundary covers 260 km<sup>2</sup> of which 50km<sup>2</sup> is the Township boundary.
- The land within is wholly state owned (state land).

# BRIEF DESCRIPTION OF SELEBI PHIKWE TOWN COUNCIL CONT.....

- Population of Selebi Phikwe According to the 2011 population Census has:

Females:24662

Males :24749

Total :49411

- SPTC has a Total no. of 16 Councillors:  
Female councillors:5,  
Male councillors:11
  - 4 females chair council committees
  - 3 female as vice chair of the council committee



# BRIEF DESCRIPTION OF SPTC COUNCIL

## CONTI.COUNCILLORS



**His Worship the Mayor  
Hon. T. Matlhogonolo**



**Hon. K. Kelebetse  
Deputy Mayor**



**Hon. L. Mukokomani  
Chairperson of  
Finance & general  
purpose**



**Hon. I. Tshiamo  
Member of Finance**



**Hon. K Kgodungwe  
Chairperson of  
Edu, Health & social  
services committee**



**Hon. G.Mbaiwa  
Deputy Chairperson  
Trade Committee**



**Hon. M.D.M Phuduhudu  
Chairperson of Audit  
committee**



**Hon. M.Matlhole  
Edu, Health & social  
services committee**

# GOVERNANCE: COUNCIL REPRESENTATION



**Hon. F. Ketshogile**  
Member Audit  
Committee



**Hon. D. Letlhogela**  
Chairperson LED  
Committee



**Hon. G. Mokgwathi**  
Member of Edu.  
Health & Social  
Committee



**Hon. K. Mashaba**  
Member of LED  
Committee



**Hon. B. Mponwane**  
Member of LED committee



**Hon. M. Molatlhegi**  
Member of SHHA & Physical  
Planning Committee



**Hon. L. Mathaio**  
Chairperson SHHA &  
Physical Planning  
committee



**Hon R. Kgakgamatso**  
Member of Audit  
Committee



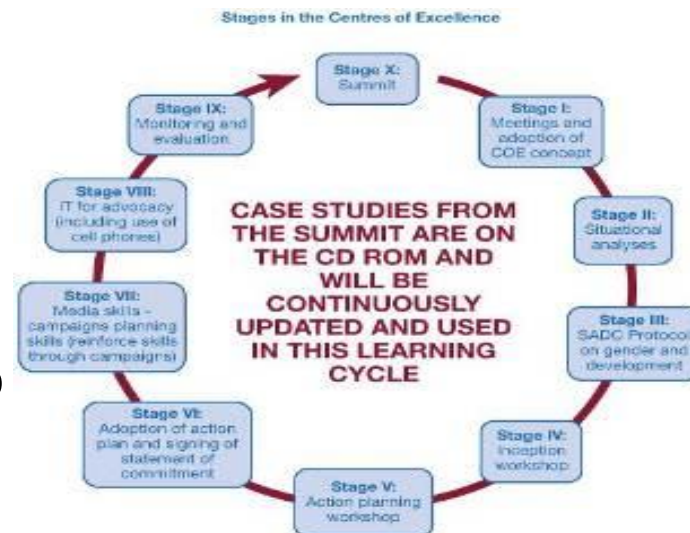
# BRIEF DESCRIPTION OF **SPTC CONTI**.HOW MANY EMPLOYEES (NUMBER OF FEMALES/ MALES)?

- Staff members:  
346 females and 460 males
- Top management-  
1 female, 9 males
- Senior Management- 4  
females, 6 males



# BRIEF DESCRIPTION OF **SPTC CONTI**. HOW LONG HAS THE COUNCIL BEEN PART OF THE COE PROCESS?

- The Selebi Phikwe Town Council has been a part of the COE process since February 2010
- **SPTC** has covered stage I through to stage VI and stage IX to X. We are only remaining with Stage VII and Stage VIII of COE process



# KEY GENDER AND SERVICE DELIVERY CHALLENGES

## INTERNAL

- ◉ Imbalance in leadership positions
- ◉ No Budgeting (currently utilize departmental budgets for gender mainstreaming)
- ◉ Some policies not developed

## EXTERNAL

- ◉ Unemployment and poverty
- ◉ High HIV/AIDS infections
- ◉ Imbalance in Political representation



# GENDER CHAMPIONS

- ◉ Our Gender Champion is Mr Molodi. The Chief Education Secretary, He;
- ◉ steer headed the stages of Center Of Excellence Processes.
- ◉ Chairs the SPTC Gender Committee
- ◉ is the link between SPTC Management and the Gender Committees



# HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- ◉ Different department trained on awareness of gender issues.
  - ◉ Compiling and updating statistics on women in leadership positions.
- SELEBI PHIKWE TOWN COUNCIL EMPLOYEES ON TRAINING FOR THE YEARS 2011/12/13**

YEAR	MALE	FEMALE
2011	1	1
2012	4	9
2013	1	2
<b>TOTAL</b>	<b>6</b>	<b>12</b>



16 Days commemoration of activism against violence on women and children



# HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- ◉ Lobbied & established for a Gender Affairs office in our District
- ◉ Formed a Local Economic Development Committee.
- ◉ Clean up campaigns.
- ◉ HOME BASED CARE
  - HIV+ and on ARV treatment=12 females and 13 males
  - Other terminal illnesses=30 females and 16 males
- ◉ Balancing gender in interview panels.
- ◉ Street lighting for safety
- ◉ Police clusters for crime prevention in town





# HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

## Ipelegeng

- 40 maintenance projects;  
13 035 beneficiaries (10 845 females and 2 190 males), youth beneficiaries (3 933 females and 880 males), green scorpion (765 females and 74 males), feeding programme (45 females and 2 males)

## Poverty alleviation programmes:

- House construction bricks = 13 females and 9 males total 21 beneficiaries (1 female's one and half house constructed and 5 females on process to be assisted with house construction)
- Turn a key 2009-2012 = 61 houses (27 males and 34 females)



## CONTRIBUTION TOWARDS ACHIEVING 28 TARGETS OF THE GENDER PROTOCOL

<b>PROTOCOL TARGET</b>	<b>COUNCIL ACTIONS</b>
ARTICLE 12-13 GOVERNANCE (PRESENTATION AND PARTICIPATION)	We lobbied with various political parties to ensure a 30% representation of Women We have awareness campaigns about importance of women representation in Council
ARTICLE 27 HIV AND AIDS	Four Wards were targeted and addressed on the linkages between HIVS/AIDS and GBV We are still lobbying for Post Traumatic Services (counselling Facility with Council.)
ARTICLE 14 EDUCATION AND TRAINING	We have provided four quality early childhood centres and monitor 21 centres monthly to ensure compliance to the Early Child Hood Care and Education Policy to hence quality Pre Primary Education.

**GENDER EQUALITY BY 2015, YES WE MUST!**





# CHANGING LIVES

- ◉ This is a story of Say Moseitlha.
- ◉ Unemployed mother, trained in Home Skills course, business skills and juice making (NAFTRC).
- ◉ Financially assisted to start her business
- ◉ Samples of her products were sent to NAFTRC for nutritional value testing and for safety.
- ◉ Successfully running her business hence financial independent.



# CHALLENGES TO GENDER MAINSTREAMING

- ◉ Gender stereotypes.
- ◉ Gender issues not included in Chief Executive's contract.
- ◉ There is no vote for gender specific programmes.
- ◉ Financial constraints to conduct training/workshops

## WAY FORWARD

- ◉ Implementation of the GBV Action Plan
- ◉ Develop policies with mainstreaming of a gender centered approach
- ◉ Proper budgeting to include the GBV Action plan
- ◉ Prioritize gender equity in performance plans
- ◉ Adopt SADC target of 50% by 2015



# THANK YOU FOR LISTENING!!

- ANY QUESTIONS?

**Presenter: Mr K. Higgins**

